



93RD GENERAL ASSEMBLY

State of Illinois

2003 and 2004

Introduced 02/06/04, by Michael J. Madigan

SYNOPSIS AS INTRODUCED:

115 ILCS 5/3

from Ch. 48, par. 1703

Amends the Illinois Educational Labor Relations Act. Makes a technical change in a Section concerning employee rights.

LRB093 17180 WGH 42846 b

1 AN ACT in relation to labor.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Educational Labor Relations Act is
5 amended by changing Section 3 as follows:

6 (115 ILCS 5/3) (from Ch. 48, par. 1703)

7 Sec. 3. Employee rights.

8 (a) It shall be lawful for educational employees to
9 organize, form, join, or assist in employee organizations or
10 engage in lawful concerted activities for the purpose of
11 collective bargaining or other mutual aid and protection or
12 bargain collectively through representatives of their own free
13 choice and, except as provided in Section 11 of this Act, such
14 employees shall also have the right to refrain from any or all
15 such activities.

16 (b) Representatives selected by educational employees in a
17 unit appropriate for collective bargaining purposes shall be
18 the exclusive representative of all the employees in such unit
19 to bargain on wages, hours, terms and conditions of employment.
20 However, any individual employee or a group of employees may at
21 any time present grievances to their employer and have them
22 adjusted without the intervention of the bargaining
23 representative as long as the adjustment is not inconsistent
24 with the terms of a collective bargaining agreement then in
25 effect, provided that the bargaining representative has been
26 given an opportunity to be present at such adjustment.

27 (Source: P.A. 83-1014.)